

**PROGRESS SCORE CARD**

**GENDER SCORECARD FOR LOCAL GOVERNMENT**

**NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: Pamplemousses DC**

**Date of Verification –**

**SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD**

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS REPORTED IN 2013</b>	<b>PROGRESS REPORTED IN 2014</b>	<b>SCORE 2012</b>	<b>SCORE 2013</b>	<b>SCORE 2014</b>
<b>POLICY FRAMEWORK</b>							
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women's Day</li> </ul>	There is gender involvement in the Council	No progress		0	0	
<b>GOVERNANCE</b>							
<b>Representation</b>							
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>• No of men councillors = 19</li> <li>• No of women councillors =2</li> </ul>	2 female councillors 19 male councillors	Male Councillors= 19 Female District Councillors = 2 Male District		1	2	

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			Councillors =19				
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> <li>• Mayor/Chair of Committee =M</li> <li>• Deputy mayor/deputy chair of committee = M</li> <li>• No of committees chaired by women =8</li> <li>• No of committees chaired by men =11</li> </ul>	<p>Decisions are taken mainly majority of members in the committee</p> <p>2 female councillors 34 male councillors</p>	8 women on 19 members are chairpersons. 4 women on 7 are heads of department.		0	1	
<b>Participation</b>							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>• Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council minutes 2 women 34 men	4 women on 8 are managers		1	2	
<b>Public participation</b>							
5. There is equal participation of women and men at public meetings and	<ul style="list-style-type: none"> <li>• Examples of types of meetings held, representation/participation by women</li> </ul>	No, there is less women	More women participate.		1	2	

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events.	and men						
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>							
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>	373 stands allocated to women in market places.	No new project		3	3	
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Hiring is done by the Local Government Service Commission	There is no discrimination in recruitment. More women are employed in Administration and as Heads of Sections.		2	2	
<b>Procurement</b>							

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8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	There are 57 companies that have received tenders in year 2011. Most companies owned by men but numbers not available.	Contracts are given as per procedures.		0	0	
<b>Climate change and sustainable development</b>							
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>	<p>No. First council to have used eco lamps.</p> <p>Regular monitoring of rain retention and this is sent to Meteo services of Vacoas.</p>	No new projects		2	2	
10. Women are equally consulted and involved in waste management, and	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are</li> </ul>	No women involved	Among the waste inspectors, 2 are women.		0	1	

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benefit from economic opportunities arising from this.	involved. <ul style="list-style-type: none"> <li>Proportion of women in waste projects</li> </ul>						
<b>Land and housing</b>							
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> <li>How gender is integrated into allocation of land and houses</li> <li>No of women allocated land and housing by council</li> <li>No of men allocated land and housing by Council.</li> </ul>	No information, refer to appropriate Ministry			0	0	
<b>Water and sanitation</b>							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> </ul>	Only two women are members of the whole council which meet once every fortnight, in accordance with the new Local Government Act.	Two women are health inspectors and effect site visits.		0	1	

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	<ul style="list-style-type: none"> <li>• Examples of the difference women have made</li> </ul>						
<b>Environmental health</b>							
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>• Types of campaigns</li> <li>• Involvement by women</li> </ul>	Yes, household duties	No new project.		2	2	
<b>HIV/AIDS and care work</b>							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of policy</li> <li>• Messages underscore unequal power relations between women and men;</li> <li>• Prevention of parent to child transmission</li> <li>• Men are encouraged to go for VCT</li> <li>• Women and men have equal access to treatment</li> </ul>	Not implemented	Give infrastructural facilities to Ministry and NGO's for talks.		0	1	
15. The Council supports care for	<ul style="list-style-type: none"> <li>• Existence of care work projects</li> </ul>	Not implemented.			0	0	

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those living with HIV and AIDS and men are encouraged to be involved in care work.	<p>supported by Council or in which Council is a partner.</p> <ul style="list-style-type: none"> <li>• Remuneration/training/support for care givers in these projects</li> <li>• No of women, no of men involved in care work</li> </ul>						
<b>Social development</b>							
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>• Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>• No of women, no of men who make use of facilities</li> </ul>	Volley ball pitches,football grounds,children's playgrounds,peta nque pitches,jogging tracks. Indoor games and yoga courses	The Council regularly organises social and sports activities; both male and female are invited to participate.		4	4	
<b>GENDER SPECIFIC PROGRAMMES</b>							
<b>Gender based violence (GBV) flagship plan</b>							
17. There is sufficient lighting on streets and in public spaces; all streets	<ul style="list-style-type: none"> <li>• Existence of street lights</li> <li>• No of streets named</li> <li>• No of streets</li> </ul>	<ul style="list-style-type: none"> <li>• Almost adequate</li> <li>• Numbers not know.</li> <li>• No records</li> </ul>	The district is almost lighted, streets have names. No new projects due to lack of funds.		3	3	

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are named clearly, and names are gender aware	<p>named after women</p> <ul style="list-style-type: none"> <li>No of streets named after men</li> </ul>	<p>All streets have names.</p> <p>The Council does its own name plates.</p>					
<i>Public awareness campaigns</i>							
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> <li>Other resources mobilised</li> <li>Follow up to campaigns</li> <li>Results achieved</li> </ul>	Workshop on GBV with GL	Council has organised one talk on GBV with collaboration of Ministry of Gender.		2	2	
<i>Response and coordination</i>							
19. There is a good working relationship between the police and community,	<ul style="list-style-type: none"> <li>How the Council works with the police on GBV</li> <li>Existence of committees on GBV</li> </ul>	Police monitoring committee held at Baie du Tombeau and Abercrombie 7 women	It is an on going process.		3	3	



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especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> <li>No of women and no of men on these committees</li> </ul>	18 men					
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>							
<b>Selection and recruitment</b>							
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> <li>No of women in management</li> <li>No of men in management</li> <li>CEO/head of administration =M/F</li> <li>Examples of women in non traditional areas of decision-making eg finance</li> </ul>	9 women in management 15 men in management	Women are in management across jobs and grades, e.g Library, HR, Welfare, Finance, Health Inspector 4 women are heads of section Women in non-traditional sectors such as Health and Finance.		3	3	
<b>Capacity building</b>							
21. Gender training is provided for both women and men in the council, at all levels and is done in	<ul style="list-style-type: none"> <li>Gender training conducted as part of COE's</li> <li>Changing lives as a result of gender</li> </ul>		Stage 5 workshop at the Council for staff and NGO's by Gender Links.		0	2	

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a systematic way.	training						
<b>Working conditions and environment</b>							
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> <li>• Maternity and paternity leave</li> <li>• Flexi time</li> <li>• Family days</li> <li>• Sexual harassment policy</li> <li>• How sexual harassment cases are dealt with</li> </ul>	<p>Yes, policies exist as per PRB.</p> <p>In case of harassment, it is referred to ministry of gender and internal enquiry is conducted as well as disciplinary board.</p>			3	3	
<b>GENDER MANAGEMENT SYSTEM</b>							
<b>Gender structures</b>							
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key	<ul style="list-style-type: none"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who and how often does it meet</li> </ul>	No special person identified as Gender Focal Person			1	1	

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functionaries.							
<b>Budgets</b>							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected in mainstream budget</li> </ul>	Gender is included in the Welfare budget	Funds for activities are earmarked. Most activities which include women and their consideration is taken equally as that of men.		2	2	
<b>Monitoring and evaluation</b>							
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> <li>• Regular reports to management on gender action plan.</li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>	No system in place.	No creation of an M&E system.		0	0	
<b>TOTAL</b>					<b>32</b>	<b>42</b>	

